

**Nursing and Midwifery Council
Investigating Committee**

**Interim Order Review Hearing
Monday, 27 November 2023**

Virtual Hearing

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| Name of Registrant: | John Paul Gnanadhas Chandra |
| NMC PIN | 05K00010 |
| Part(s) of the register: | Mental Health Nursing (Level 1) 01 November 2005 |
| Relevant Location: | Northern Ireland |
| Panel members: | Mahjabeen Agha (Chair, lay member) Richard Carnell (Lay member) Jane Hughes (Registrant member) |
| Legal Assessor: | Megan Ashworth |
| Hearings Coordinator: | Samara Baboolal |
| Nursing and Midwifery Council: | Represented by Ashraf Khan, Case Presenter |
| Mr Chandra: | Present and represented by John Mackell of Counsel, instructed by the Royal College of Nursing (RCN) |
| Interim order to be reviewed: | Interim conditions of practice order (18 months) |
| Outcome of review: | Interim conditions of practice order varied |

Decision and reasons on interim order

The panel decided to vary the current interim conditions of practice order.

The panel was of the view that the public would remain suitably protected by the variation of the following conditions:

'For the purposes of these conditions, 'employment' and 'work' mean any paid or unpaid post in a nursing, midwifery or nursing associate role. Also, 'course of study' and 'course' mean any course of educational study connected to nursing, midwifery or nursing associates.'

1. You must limit your nursing practice to one employer, namely Holywell Hospital NHS Trust. This can include bank work at Holywell Hospital NHS Trust.
2. You must not be the nurse in charge of any shift.
3. You must ensure that you are indirectly supervised any time you are working. Your supervision must consist of:
 - Working at all times on the same shift as, but not always directly observed by, another registered nurse.
4. You must meet with your line manager, mentor or supervisor monthly to discuss your clinical practice, conduct, and performance.
5. You must send a report from your line manager, mentor or supervisor to your NMC case officer prior to any review hearing. The report should provide an update on your clinical practice, conduct, and performance.

6. You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:
 - a. Holywell Hospital NHS Trust.
 - b. Any educational establishment.

7. You must immediately give a copy of these conditions to:
 - a. Holywell Hospital NHS Trust.
 - b. Any establishment you apply to or with which you are already enrolled, for a course of study.

8. You must keep the NMC informed about anywhere you are studying by:
 - a. Telling your case officer within seven days of accepting any course of study.
 - b. Giving your case officer the name and contact details of the organisation offering that course of study.

9. You must tell your case officer, within seven days of your becoming aware of:
 - a. Any clinical incident you are involved in.
 - b. Any investigation started against you.
 - c. Any disciplinary proceedings taken against you.

10. You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:
 - a. Your employer.
 - b. Any educational establishment involved in your training.

Unless your case has already been concluded, this interim order must be reviewed before the end of the next six months and every six months thereafter. Additionally, you or the NMC may ask for the interim order to be reviewed if any new evidence becomes available that may be relevant to the interim order.

At any review, the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim conditions of practice order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

In certain circumstances, it may be possible for the interim conditions of practice order to be reviewed by a reviewing panel at an administrative meeting. Your case officer will write to you about this in due course.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.